

DEPARTMENT OF TRANSPORTATION



**COAST GUARD**

UNITED STATES  
COAST GUARD ACADEMY

NEW LONDON, CONNECTICUT



*Admission of Women  
Cadets*

**OPLAN 2 - 7 6**

UNITED STATES COAST GUARD ACADEMY

New London, Connecticut

OPERATIONS PLAN 2-76

ADMISSION  
OF  
WOMEN CADETS

1976

USCGA OPLAN 2-76

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USCGA OPLAN - Admission of Women Cadets

1. SITUATION.

a. General. The United States Coast Guard Academy will admit women cadets for the first time during the Summer of 1976 into the Class of 1980.

b. Assumptions.

(1) Women will be admitted into the Corps of Cadets on an equal basis with men with the class entering in 1976.

(2) Women cadets will be admitted under similar admissions criteria as men and their training and commissioning will be according to the same standards as men except where physiological differences require adjustment of those standards.

(3) Men and women cadets will complete a generally common program with some modifications essential to accomodate the basic physiological differences between men and women.

(4) Women cadets will be billeted together in existing rooms in Chase Hall in a manner that provides necessary privacy.

2. MISSION: To provide for the admission of women cadets to the United States Coast Guard Academy and their subsequent integration into the United States Coast Guard.

3. EXECUTION

a. Concept of Operations. The United States Coast Guard Academy will admit women cadets beginning in July 1976 with the Class of 1980. Cadets will be admitted to and graduated from the United States Coast Guard Academy on the basis of equality. Any deviation from the policy of equality for admission, training, education, or graduation of men and women cadets must be justified. Only those variances necessitated by the physiological differences between men and women will be approved by the Superintendent. The number of cadets authorized at the Coast Guard Academy will not change.

b. Tasks for Coast Guard Academy Entities.

(1) Commandant of Cadets:

(a) Develop Annex A to this plan, "Military Training and Leadership Development", that will include, but not necessarily be limited to, the following:

1 Military training program modification necessary to support women cadets.

2 Summer Training Program changes necessary to support women cadets.

3 Leadership development program changes necessary to support women cadets.

4 Social program changes necessary to support women cadets.

5 Evaluate the need for sex education courses for presentation to all cadets in consultation with the Senior Medical Officer.

6 Educate the Corps of Cadets in Spring 1976, concerning the addition of women cadets and the ramifications thereof.

(b) Coordinate modification of existing Chase Hall facilities required to accommodate women cadets.

(c) Review, identify, and modify existing Commandant of Cadets Regulations, publications, forms and records for application to women cadets.

(d) Initiate the establishment of cadet women uniform requirements in conjunction with the Comptroller.

(e) Coordinate with the Comptroller new or revised equipment requirements to support women cadets.

(f) Identify cadet services that must be changed to accommodate women cadets.

(2) Dean of Academics:

(a) Develop Annex B to this plan, "Academic Program", that will include, but not necessarily be limited to, the following:

1 Review, identify, and modify, existing academic courses that may require changes to accommodate women cadets.

2 Examine existing academic counseling procedures to determine if modifications are necessary.

(b) Coordinate academic facility modifications necessary to accommodate women cadets.

(3) Director of Admissions:

(a) Develop Annex C to this plan, "Admission Program", that will include, but not necessarily be limited to, the following:

1 Recommend selection criteria for women candidates to the Academy Cadet Candidate Evaluation Board.

2 Review and modify evaluation and record keeping procedures as necessary to accommodate women candidates and women cadets.

3 Promulgate schedule for selection and admission of women cadets.

4 Investigate availability of existing data or studies regarding the reaction of women in "stress situations" and provide this information to the Commandant of Cadets.



(b) Develop an information pamphlet for prospective women cadets.

(4) Athletics Division:

(a) Develop Annex D to this plan, "Athletics Program", that will include, but not necessarily be limited, to the following:

1 Revise the intramural program as may be necessary to accommodate women cadets.

2 Determine to what extent women will participate in intercollegiate athletics.

3 Revise all physical training programs to accommodate women cadets.

(b) Determine athletic equipment requirements for women and supervise procurement.

(c) Coordinate modification of existing facilities to accommodate women cadets.

(5) Comptroller:

(a) Develop Annex E to this plan, "Logistics", that will include, but not necessarily be limited to the following:

1 Coordinate with the Commandant of Cadets the identification and procurement of any needed supplies and personal items of any equipment peculiar to women.

2 Coordinate with the Commandant of Cadets the establishment of women cadet uniform requirements.

(b) Coordinate with all Coast Guard Academy Activities any proposed logistical requirements identified to support the integration of women into the Corps of Cadets.

(6) Public Information Officer will:

(a) Develop Annex F to this plan, "Public Information", that will include, but not necessarily be limited to, the following:

1 Methods to be used to effectively inform all elements of the media of the admission and entrance of women cadets to the Coast Guard Academy.

2 Prepare, coordinate, and distribute all Academy news releases, press guidances, etc. pertaining to the admission of women cadets.

(b) Act as the single point of contact at the Coast Guard Academy for all news media representatives.

(c) Coordinate all aspects of public information with appropriate agencies.

(d) Make all arrangements for any news conferences by or with any Academy personnel or cadets.

(7) Medical Division will:

- (a) Develop Annex G to this plan, "Medical Services".
- (b) Determine necessary revisions, if any, to present available medical services.
- (c) Evaluate with the Commandant of Cadets the need for sex education courses for presentation to all cadets.
- (d) Assist the Director of Athletics in the revision of physical training programs.

4. ADMINISTRATION & LOGISTICS

- a. Administration. Annex H "Administration".
- b. Logistics. Annex E "Logistics".

5. COMMAND & SIGNAL: Overall responsibility for coordination, implementation, and supervision of this plan is the responsibility of the Commandant of Cadets.

  
W. A. JENKINS  
Rear Admiral, U. S. Coast Guard

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MILITARY TRAINING AND LEADERSHIP DEVELOPMENT

1. Purpose. To prescribe the changes and modifications to the Professional and Military Training Program; the Summer Training Program; the Leadership Development Program; and the Cadet Social Program which are necessary to support women cadets and to assure integration within the Corps of Cadets,

2. Execution. The essence of Military Training and Leadership Development is to train young men and women to become members of the Officer Corps of the United States Coast Guard with emphasis on leadership development and professional competence afloat. The Professional and Military Training Program provides over a four year cycle a series of controlled environments in which the individual cadet can learn and apply professional skills under a system of evaluation structured to identify his or her intellectual ability, skill at applying cognitive knowledge, initiative, innovativeness, adaptability to changing situations, ability to cope with stress and still accomplish assigned tasks; to indicate in the individual cadet a sense of self-sacrifice; to develop a full sense of responsibility for his or her actions; to develop leadership ability; and to determine his or her fitness and suitability for commissioning as an officer. Insofar as possible, the program also contributes to the cadet's familiarization with the missions and types of operational commands in the service and the initiation in the social amenities of service life. The philosophy of the training program with the integration of women into the Corps of Cadets is summarized in one word, equality. The training Program is envisioned as being identical for men and women with deviations from the standard equality being permitted only when necessitated by physiological differences or directed by Coast Guard or Department of Transportation policy. Women will be expected to achieve and maintain the high standards and levels of excellence that have always been required of men cadets.

a. Commandant of Cadets Saturday Morning Training Program. Women cadets will participate in all aspects of the Commandant of Cadets Saturday Morning Training Program and the program will remain essentially unchanged. Minor deviations will be made to the subject matter of certain programs in order to add information pertaining to women.

b. Summer Training Program. Women cadets will participate in all aspects of the Summer Training Program. The program will remain essentially unchanged. Minor deviations will be made to the subject matter of certain areas of the Fourth Class Summer Training Program in order to add information pertaining to women. Some modifications in billeting will be required in order to maintain reasonable privacy of the sexes.

c. Cadet Social Program. Women cadets will participate in all aspects of the Cadet Social Program and the program will remain essentially unchanged.

d. Leadership and Development Program. Developing leaders is a total process which includes a mix of tactical, technical, managerial, and human relations skills, a high level of knowledge and understanding, and the proper attitudes and values necessary for a career officer in the United States Coast Guard. None of these general leadership development processes nor any specific leadership training program would initially be changed with the integration of



ANNEX A TO USCGA OPLAN 2-76

women into the Cadet Corps. However, once women cadets are integrated into the Corps of Cadets, a continuous evaluation of these processes and programs will be necessary to insure the fulfillment of the mission of the United States Coast Guard Academy.

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ANNEX B TO USCGA OPLAN 2-76

ACADEMIC PROGRAM

1. Purpose. To outline the changes that will be necessary in the academic program because of the admission of women cadets.

2. Execution.

a. Instruction. The admission of women will have no major impact on the instruction given by the faculty with the exception of some physical education classes.

b. Faculty. The only change that is foreseeable in the faculty is the identification of and/or hiring of a faculty person to teach women physical education classes.

c. Academic Services. Academic counseling, registration, scheduling, sectioning, classroom assignment and other academic services will remain unchanged by the presence of women cadets.

d. Facilities. Classrooms and laboratories will require no modification because of the presence of women cadets.

ADMISSIONS PROGRAM

1. Purpose. To prescribe responsibilities and modifications to present Admissions policies in support of the selection and admission of women cadets.

2. Execution. The Coast Guard Academy is the only Federal Service Academy offering appointments solely on the basis of an annual nationwide competition. No congressional appointments are required and no geographic quotas are involved. Competition is open to any young American who meets the basic eligibility requirements, and candidates are selected on the basis of either the College Board Scholastic Aptitude Test (SAT) or American College Testing Assessment (ACT) results, high school class standing, and leadership potential.

Most successful candidates graduate in the top quarter of their high school class and have demonstrated proficiency in both mathematical and applied science fields.

a. Modifications to the existing procedures to accommodate women applicants.

(1) The academic portion of the admission process will remain unchanged with the introduction of women.

(2) Success criteria for women candidates will be developed and distributed to the members of the Cadet Candidate Evaluation Board. Emphasis will be placed on attaching equal significance to activities primarily dominated by either men or women to insure fairness in the evaluation of the candidates.

(3) Women will receive a physical examination adjusted to accommodate the basic physiological differences between men and women.

(4) Application, processing forms and the Bulletin of Information will be updated to include information applicable to women.

(5) The Student Search Service of College Boards will be utilized along with special mailings to encourage qualified women to apply for the Class of 1980.

b. Admission Policy. All candidates for admission to the United States Coast Guard Academy will be subjected to the same competitive evaluation. The only variations will be due to the basic physiological differences between men and women. Candidates must be between 5'4" and 6'6" for men and 5'0" and 6'0" for women. Weight for both men and women as listed in the Code of Federal Regulations for their height. All candidates must be in excellent physical condition. There will be no quota for women appointments. The relative number of men and women appointed to the United States Coast Guard Academy will depend on the number of applicants and the competitive evaluation.



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ANNEX D to USCGA OPLAN

ATHLETICS PROGRAM

1. Purpose. To prescribe modifications necessary to the athletics program necessary to accommodate women cadets.

2. General.

a. The Department of Athletics will establish an inclusive program of Physical Education, Intramural Sports, and Intercollegiate Athletics to support women cadets.

b. The program will include but not be limited to the subjects treated in the following appendixes to this annex.

- (1) Appendix I - Intercollegiate Athletics
- (2) Appendix II - Intramural Program
- (3) Appendix III - Physical Fitness Test (PFT)

Appendix I to Annex D to USCGA OPLAN 2-76

INTERCOLLEGIATE ATHLETICS

1. Purpose. To determine to what extent women cadets will participate in Intercollegiate Athletics.

2. Execution.

a. Phase I. Initially, the role of women cadets in Intercollegiate Athletics will be limited to the participation of the Intercollegiate Sports Programs that are currently available. Participation may occur if a woman cadet displays a high qualification in a sport to aid in a varsity of junior varsity athletic team. Women cadets may participate in the following intercollegiate sports:

Cross Country	Baseball
Sailing	Track (Indoor & Outdoor)
Basketball	Soccer
Swimming	Tennis
Gymnastics	Golf
Rifle	Crew
Pistol	

Women cadets may not participate in the following (contact) intercollegiate sports:

Football	Wrestling
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b. Phase II. Continue Phase I operations. Women teams may be started when sufficient numbers of women cadets show interest. Women teams may be initiated in the following sports:

Basketball	Track (Indoor & Outdoor)
Field Hockey	Tennis
Softball	Golf
Swimming	Gymnastics
Crew	Soccer

Women teams will be governed by the laws of the National Collegiate Athletic Association (NCAA), the Eastern Collegiate Athletic Conference (ECAC) and the New England College Athletic Conference (NECAC).

c. Equipment. Equipment for women cadets will be that that is deemed necessary by the equipment manager and provided by the Coast Guard Athletic Association.

d. Facilities. Women locker rooms will be the current visiting team locker room in Roland Hall.

(1) Sauna for women will be required in the women cadet locker area.

(2) Visiting women team locker rooms may be required in the future as women intercollegiate sports expand to include team competition.

INTRAMURAL PROGRAM

1. Objectives.

- a. To give each cadet an opportunity to develop a sense of team unity and competitive spirit through the respective individual and team sports.
- b. To give each cadet an opportunity to practice athletic techniques taught in the physical education program.
- c. To provide leadership experience through the interaction of team members, team captains, and officials.
- d. To familiarize cadets with the administration of an intramural program.

2. Phases of Accomplishment.

- a. Phase I, Preparation. The requirements for women participating in the intramural program will be the same as those for men.
- b. Phase II, Transition. Facilities modifications are the same as those stated under the section on Intercollegiate Sports of this Annex. Changes in supply requirements will be minimal since women will be integrated into activities already present in the intramural program.
- c. Phase III, Execution. Women cadets will participate in the intramural program. Competition will be coeducational except for the "contact" sports of football and wrestling. When numbers permit, competition between women teams will be employed.



PHYSICAL FITNESS TEST (PFT)

1. Objective: To amend the Physical Fitness Test to accomodate women cadets. To develop the physical requirements for duty on EAGLE.

2. Execution.

a. In place of pull-ups, women cadets will substitute a flexed arm hang for time as a measure of upper body strength and stamina.

b. All other parts of the Physical Fitness Test will remain the same for both men and women cadets. Times and levels of performance will be modified to accommodate the basic physiological differences between men and women.

## LOGISTICS

### ANNEX E

1. Purpose. To define responsibilities for logistics in support of the admission of women to the Coast Guard Academy.

2. Situation. The following assumptions shall guide the outfitting of and provision services to women cadets.

a. Men and women cadets shall be treated equally in all respects except as specified in this Operation Plan or as directed by the Superintendent.

b. Equivalent seabags shall be issued to men and women cadets, so that uniformity of appearance shall be maintained.

c. The use of woman cadet peculiar uniform items shall be minimized. To this end, uniforms and accessories certified for general Service wear shall be utilized to the greatest extent possible consistent with the above provisions.

3. Execution.

a. The Commandant of Cadets shall:

(1) Determine the uniform and equipment requirements for women cadets and shall so advise the Comptroller.

(2) Maintain liaison with the Coast Guard Uniform Board to coordinate uniform development activities with the Service as a whole.

(3) Maintain liaison with Thorngate Uniforms and other civilian suppliers of uniform items.

(4) Maintain liaison with the Academy Comptroller in the development, procurement, and stocking of the woman cadet uniform package and in the provision of related services.

b. The Academy Comptroller shall:

(1) Guided by information provided by the Commandant of Cadets, locate appropriate sources of supply for uniform and equipment.

(2) Procure and maintain adequate stocks of woman cadet seabag items in the Academy Clothing Store or Academy Exchange as appropriate.

(3) Insure that the contracts and agreements with the various Exchange vendors are modified as necessary to reflect the handling of woman cadet items.

(4) Identify and stock an adequate supply of women hygienic, cosmetic, specified uniform and other selected items in the Academy Exchange.

(5) Review and modify as required procedures for the handling of the initial issue of uniforms and equipment to cadets to provide proper privacy for women cadets.

(6) Train or procure barbers proficient in the cutting and care of women's hair.

(7) Review NAFA activities to determine if any changes are required.

(8) Investigate possible modifications in the cadet diet to accommodate special requirements for women.

(9) Review all other Comptroller activities for possible revision.



PUBLIC INFORMATION

1. General. This annex outlines actions necessary to provide for the accurate and timely release of information to the American public as required by the Freedom of Information Act and Coast Guard Regulations.

2. Phase I, Pre-Admission. An open, positive approach to the public affairs program is essential both to keep the American public informed and to present the Academy as a progressive modern institution concerned with the youth of today. The Public Information Officer shall:

a. Act as the single point of contact at the Coast Guard Academy for all news media representatives relative to the admission of women cadets and serve, at the Superintendent's discretion, as the sole spokesman in these matters.

b. Make all arrangements for any news conferences by or with Academy personnel or cadets.

c. Prepare news releases to be distributed to local, regional and national news media.

(1) These releases include written short stories, photographs, audio tapes and slides.

(2) These releases will include coverage of facility modifications, significant changes and revisions to the regulations, manuals, and directives, and other activities which would be of general interest to the public.

d. Arrange news conferences and interviews with Academy personnel involved in the changes, such as the Commandant of Cadets (Cadet Training), Civil Engineering (Facilities modifications), etc.

3. Phase II, Post-Admission.

a. Anticipating a large number of news media requests, PIO will coordinate extensively with all appropriate Academy personnel to provide maximum support to news media requests with a minimum amount of interference with cadet programs and to protect the privacy of the individual.

b. Extend Fleet Home Town News Center development of home town stories, photos, and radio interviews to include women cadets.

c. Include women cadets when arranging for cadets to meet with visiting groups.

d. Modify displays at the Visitor Center to include text and photos of women cadet activities.

MEDICAL SERVICES

1. Purpose. To outline any necessary changes to present available medical services.

2. Execution.

a. Women cadets will be provided the same level of medical care as men cadets.

b. The Academy hospital will advise cognizant staff components on matters concerning fitness standards, sanitation requirements, and applicable training programs pertaining to the admission of women cadets.

c. Current manpower and health facilities are adequate to accomodate the health care needs of women cadets.